

## **Vermont Mental Health Performance Indicator Project**

DDMHS, Weeks Building, 103 South Main Street, Waterbury, VT 05671-1601 (802-241-2638)

### MEMORANDUM

TO: Vermont Mental Health Performance Indicator Project  
Advisory Group and Interested Parties

FROM: John Pandiani and Monica Simon

DATE: July 4, 2003

RE: CRT Program Staff

This is the second in what may become a series of PIPs that focus on staffing patterns at community mental health treatment programs. This PIP, which was requested by Leslee Tocci (Washington County Mental Health Community Rehabilitation and Treatment (CRT) Program), is a replication of our June 13, 2003 examination of Children's Services staffing patterns ([www.state.vt.us/dmh/Data/PIPs/2003/pip061303.pdf](http://www.state.vt.us/dmh/Data/PIPs/2003/pip061303.pdf)). This analysis includes information on staff tenure and level of education that is based on Human Resources Data submitted to DDMHS by Designated Agencies on a quarterly basis. The data describe all clinical staff reported by Vermont's CRT Programs for adults with serious mental illness for October through December 2002. In addition, CRT staff tenure and education are compared to those of Children's Services staff.

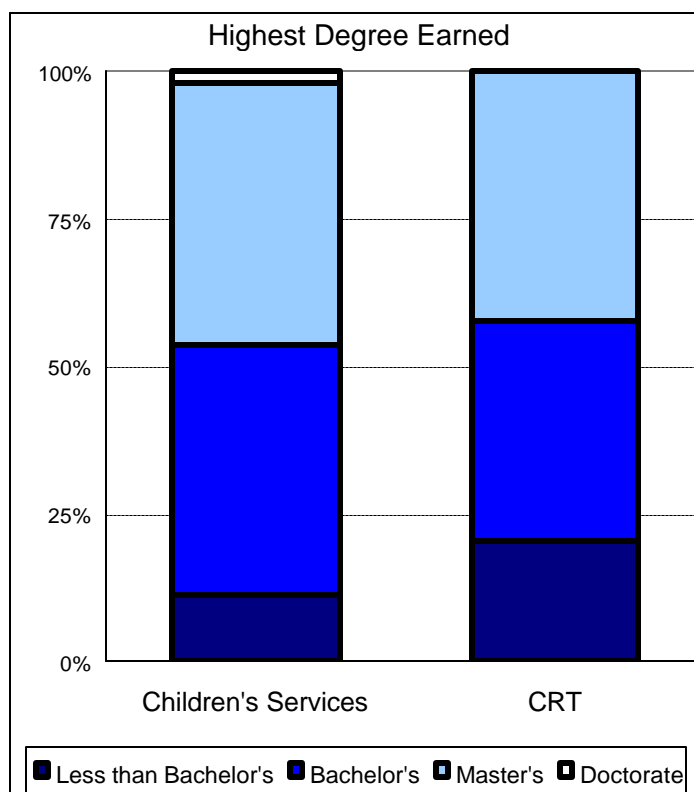
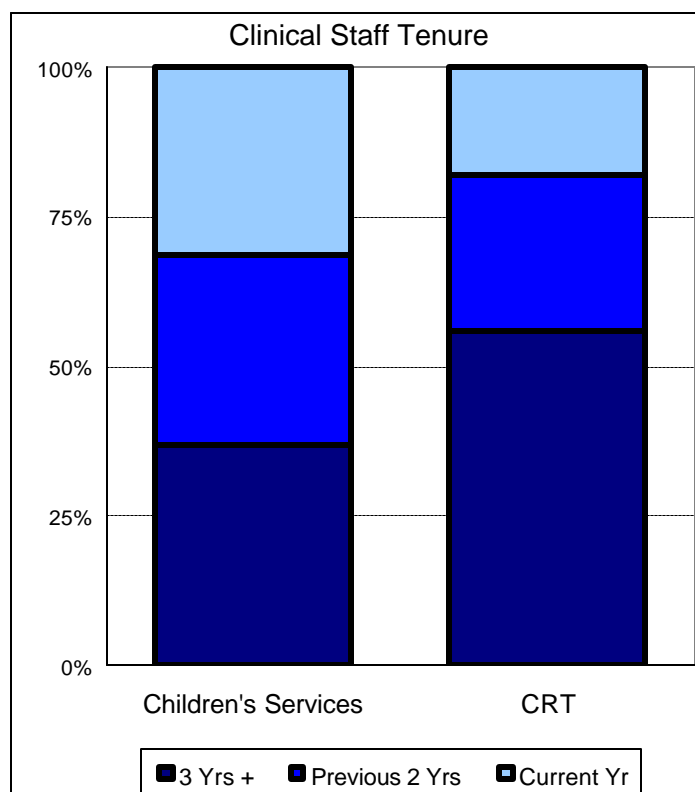
Compared to Children's services staff, CRT staff had longer tenure (56% employed for more than two years, compared to 37% for Children's). The educational levels reported for CRT and Children's services staff, however, were similar.

As you will see, more than half (56%) of CRT staff, statewide, had been employed for more than two years. The Counseling Service of Addison County (CSAC) had the highest proportion of these longer-term employees (92%). The Howard Center for Human Services had the lowest proportion of employees in this longer-term category (44%). Three CRT programs (Addison, Northwest, and Rutland) had hired no new staff during the past year, according to the data they submitted to DDMHS. Lamoille County Mental Health (LCMH) and Washington County Mental Health (WCMH) have not submitted data for that time period.

The greatest proportion of the clinical staff of CRT programs, statewide, had Bachelor's or Master's degrees (37% and 42% respectively). CSAC had the greatest proportion of clinicians with Master's degrees (67%) and Northwestern Counseling and Support Services (NCSS) had the lowest (8%). The Howard Center (HCHS) had the greatest proportion of Bachelor's level clinicians (67%). The clinical staff at NCSS had the greatest representation of individuals with less than a Bachelor's (25%) while HCHS and RMHS reported no CRT staff with less than a Bachelor's. Information regarding education of CRT Staff at HCHS was not graphed because data were provided for only 18% of all clinical staff.

We look forward to your comments, questions, and suggestions for future analysis [pip@ddmhs.state.vt.us](mailto:pip@ddmhs.state.vt.us) or call 802-241-2638.

## Clinical Staff Tenure and Highest Degree Earned for Children's Services and CRT Programs October - December 2002



Program	Number of Clinical Staff	Hired During					
		Current Year		Previous Two Years		Three + Years	
		Number	Percent	Number	Percent	Number	Percent
Children's Services	621	195	31%	197	32%	229	37%
CRT	215	39	18%	56	26%	120	56%

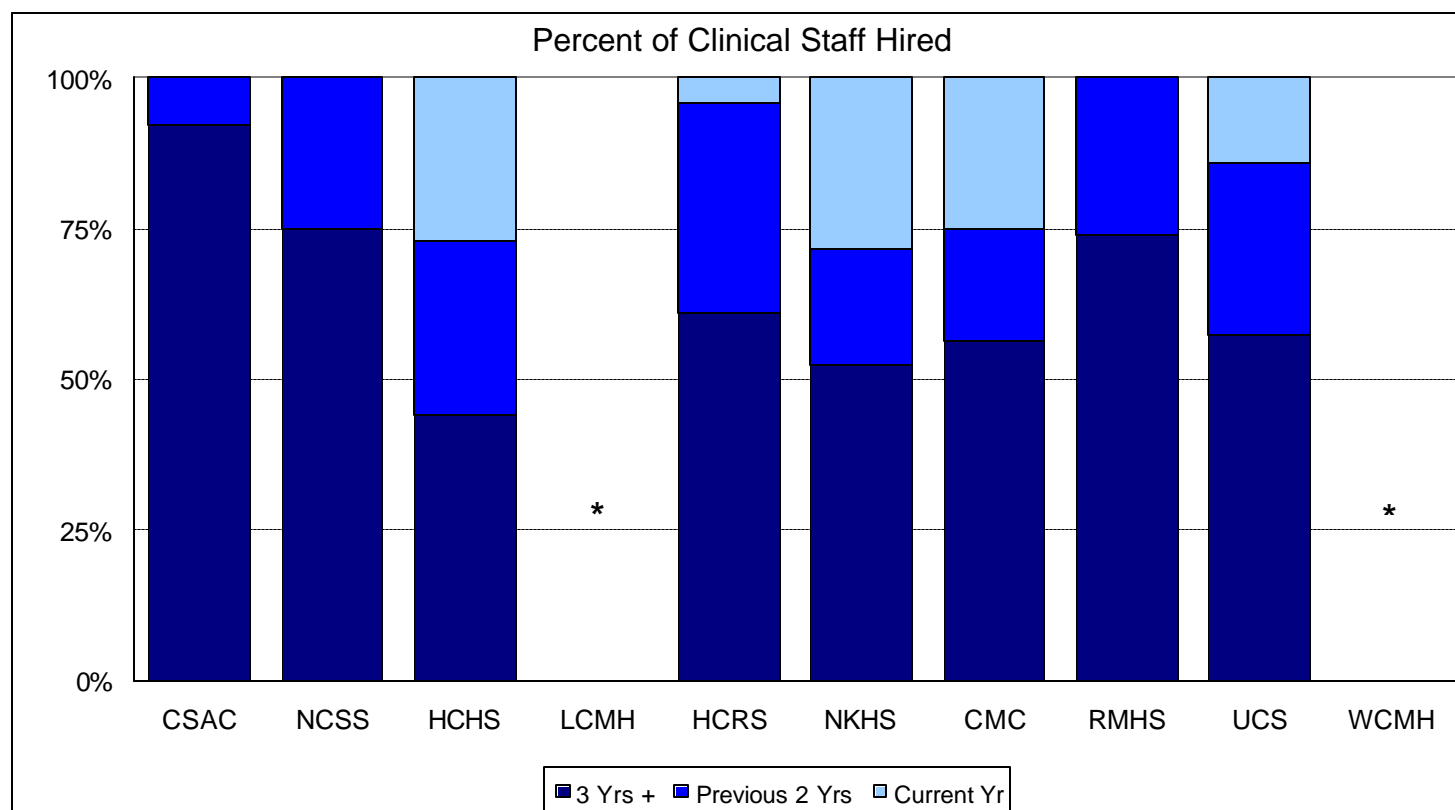
Program	Number of Clinical Staff	Highest Degree Earned			
		Less than Bachelor's	Bachelor's	Master's	Doctorate
Children's Services	621	11%	42%	44%	2%
CRT	215	20%	37%	42%	0%

Analysis is based on human resources data submitted by Vermont's community mental health providers and includes full-time, part-time and contractual staff who were employed as of the 4th quarter of CY2002. Children's Services clinical staff includes: program director, program coordinator, clinician, and case manager. Community Rehabilitation and Treatment clinical staff includes: program director, program coordinator, clinician, case manager, and employment specialist/vocational support worker.

\*LCMH and WCMH did not provide complete data for October - December 2002.

LCMH, WCMH, and HCHS were excluded from the highest degree earned analysis due to incomplete data.

## Community Rehabilitation and Treatment Programs Clinical Staff Tenure: October - December 2002

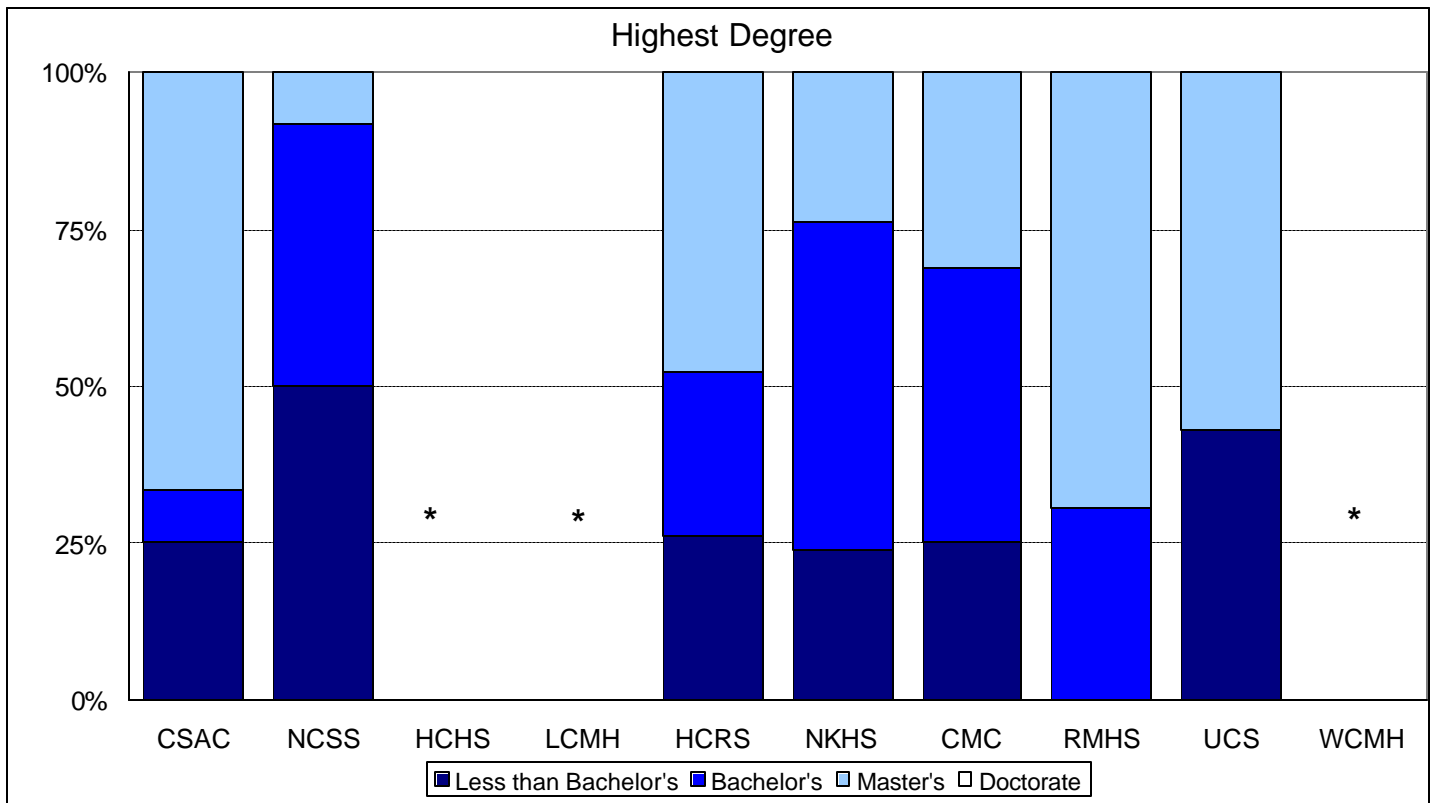


Clinic	Number of Clinical Staff	Hired During						Percent with Data
		Current Year		Previous Two Years		Three + Years		
		Number	Percent	Number	Percent	Number	Percent	
Total	215	39	18%	56	26%	120	56%	
CSAC	13	0	0%	1	8%	12	92%	100%
NCSS	12	0	0%	3	25%	9	75%	100%
HCHS	100	27	27%	29	29%	44	44%	100%
LCMH	*	*	*	*	*	*	*	0%
HCRS	23	1	4%	8	35%	14	61%	100%
NKHS	21	6	29%	4	19%	11	52%	100%
CMC	16	4	25%	3	19%	9	56%	100%
RMHS	23	0	0%	6	26%	17	74%	100%
UCS	7	1	14%	2	29%	4	57%	100%
WCMH	*	*	*	*	*	*	*	0%

Analysis is based on human resources data submitted by Vermont's community mental health providers. Community Rehabilitation and Treatment staff includes full-time, part-time, and contractual workers in the following job categories: program director, program coordinator, clinician, case manager who were employed as of 4th quarter CY2002.

\*LCMH and WCMH did not provide complete data for October - December 2002.

## Community Rehabilitation and Treatment Programs Highest Degree Earned by Clinical Staff: October - December 2002



Clinic	Number of Clinical Staff	Highest Degree Earned				Percent with Data
		Less than Bachelor's	Bachelor's	Master's	Doctorate	
Total	215	20%	37%	42%	0%	
CSAC	13	25%	8%	67%	0%	92%
NCSS	12	50%	42%	8%	0%	100%
HCHS	100	0%	67%	33%	0%	18%
LCMH	*	*	*	*	*	0%
HCRS	23	26%	26%	48%	0%	100%
NKHS	21	24%	52%	24%	0%	100%
CMC	16	25%	44%	31%	0%	100%
RMHS	23	0%	30%	70%	0%	100%
UCS	7	43%	0%	57%	0%	100%
WCMH	*	*	*	*	*	0%

Analysis is based on human resources data submitted by Vermont's community mental health providers. Community Rehabilitation and Treatment staff includes full-time, part-time, and contractual workers who were employed as of 4th quarter CY2002.

Clinical Staff are staff holding the following positions: program director, program coordinator, clinician, case manager, and employment specialist/vocational support worker.

\*LCMH and WCMH did not provide complete data for October - December 2002. HCHS reported less than 70% of data for highest degree.